Behaviour Support Specialist

Autism Connections Fredericton Inc. | Fredericton, New Brunswick

Salaried position | Annual salary: $71,812 to $103,142, based on experience

Autism Connections is seeking a Behaviour Support Specialist to provide individualized behaviour analytic services, support clinical staff, and help develop programs that make a meaningful difference in the lives of autistic children, youth, and adults.

About Autism Connections

Autism Connections is a community-based, non-profit organization dedicated to supporting autistic individuals and their families. We are passionate about helping people build meaningful skills, strengthen connections, and participate in their communities in ways that reflect their own interests, strengths, and goals. We recognize that each person's experience of autism is different, and that effective support begins with listening to individuals and the people who matter to them.

Our services support skill development, communication, social participation, independence, and quality of life. Through individualized behaviour services, family and caregiver collaboration, and opportunities for learning and connection, we work to make everyday life more accessible and fulfilling. We collaborate with educators, healthcare professionals, and community partners to help families access coordinated supports across settings.

As a non-profit, our work is guided by community needs and a commitment to making a meaningful difference. We value respectful relationships, ethical services, and approaches that are neurodiversity-affirming, person-centred, and responsive to each individual's circumstances. Supporting families also means recognizing their priorities, acknowledging the challenges they may face, and working alongside them to develop practical, sustainable strategies.

Salary

Experience post-certification	Annual salary
0 to 4 years	$71,812 to $95,550
5 or more years	$85,254 to $103,142

Benefits package

Eligible employees can access our group health benefits plan following three months of continuous employment. Highlights include:

- Prescription drugs
- Extended health
- Vision care
- Dental care
- Wellness support
- Insurance protection

Vacation

We recognize that meaningful, sustainable work requires time for rest, family, and personal commitments. This position offers:

- A Monday–Friday schedule, with no evening, weekend, or holiday shifts.
- Two weeks of vacation

    - Plus two weeks off at Christmas and one week off for March break.
- A 40-hour workweek, with hours scheduled Monday to Friday between **8:30 a.m. and 6:00 p.m.**

Duties and responsibilities

- Participate in intake assessments, conduct behavioural assessments (indirect, direct, and functional analyses), and develop individualized evidence-based behaviour support plans.
- Provide direct and indirect ABA services and clinical oversight to assigned clients while ensuring services are delivered in accordance with ethical standards, organizational policies, and best practices.
- Supervise, train, mentor, and support behaviour consultants and behaviour technicians.
- Collect, review, and analyze data to monitor client progress, evaluate treatment effectiveness, and make data-based treatment recommendations.
- Maintain accurate and timely clinical documentation, reports, and case records.
- Collaborate with families, caregivers, educators, healthcare professionals, and community agencies to promote meaningful and coordinated supports across environments.
- Contribute to program development, evaluation, community outreach, and grant-funded initiatives.
- Maintain regular communication with the Executive Director and Board of Directors.

Qualifications and Requirements

- Eligible for, or current BCBA certification, or equivalent.
- Master's degree in a related field or ABA.
- Minimum 2 years of experience providing behaviour analytic services to children, youth, and young adults with autism, developmental disabilities, dual diagnoses, or other exceptionalities.
- Experience supervising and mentoring clinical staff is preferred.
- Clear Criminal Record Check and Vulnerable Sector Check done within the past six months.
- Valid driver's licence and access to a reliable vehicle.
- Current First Aid and CPR certification, or willingness to obtain upon hire.
- English essential - Bilingualism (English/French) is considered an asset.

Skills and Competencies

- Excellent verbal, written, and interpersonal communication skills.
- Strong skills in clinical assessment, behaviour support planning, and data-based decision making.
- Ability to supervise, mentor, and develop clinical staff.
- Strong organizational, time management, and documentation skills.
- Ability to work independently while contributing effectively as part of an interdisciplinary team.
- Demonstrated commitment to ethical practice and professional development.
- Commitment to neurodiversity-affirming, trauma-informed, culturally responsive, and person-centered services.

How to apply

Please submit your **resume and cover** letter via the careers section of our website, or to admin@autismconnections.ca. **Include your certification or registration status and relevant clinical and supervisory experience.**
We welcome applicants with diverse backgrounds and lived experiences. Please let us know if you require accommodation during the recruitment process.